

THE **ABG**^s of Missouri Career Grades

2010-2020



Department of Economic Development



Grading Missouri's Top Jobs

With nearly 800 occupations to consider, choosing a career can be a challenge. Missouri Career Grades are a tool to help compare the future outlook of these occupations. To make the comparisons easier, the Missouri Career Grades Report assigns letter grades to various occupations within the state based on each occupation's outlook over the next decade. For example, occupations in the Grade A category have the best outlook while Grade F jobs have the worst outlook. Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

For each of these three variables, an occupation's projected performance is compared with the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. Occupations with a career grade of B+ or B have above average results in at least one of the three variables, and occupations receiving a grade of A+ or A, have above average results in at least two of the three variables being used.

Grades are based on a combination of total job openings, percent growth, and the average wages of an occupation.

Career Grades are available for Missouri and the state's 10 Workforce Investment Areas (WIAs). Grades assigned in each region are determined by comparing only the occupations within that region. Due to regional differences in economic makeup across the state, it is possible that an occupation can have a good outlook (and high grade) in one region, but have a poor outlook (and low grade) in another region.

Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing

which careers have the best outlook in terms of having good growth, a large number of annual openings, and offer an above average wage for job seekers.

This report highlights occupations at the A, B and C grade levels in Missouri, and those with the best outlook for each of the regions in the state.



Education, Training and Experience

The education and experience categories describe the most significant level of education or training for a particular occupation based on national trends. While many occupations could be pursued with various levels of education or training, these groupings identify typical requirements and provide an additional source of information for a career-seeker.

NOW

Short/Moderate-Term On-the-Job Training

Occupations generally requiring short-term training are those where employee competency can be achieved during 1 month or less of on-the-job experience, and informal training. Jobs that generally require moderate-term training are those where employee competency can be achieved during 1 to 12 months of combined on-the-job experience and informal training.

NEXT

Long-Term On-the-Job Training/Work Experience in a Related Occupation

Occupations requiring long-term training are those for which more than 12 months of on-the-job training, or combined work experience and formal classroom instruction are needed for the workers to develop the skill to attain competency. This on-the-job training includes employer sponsored programs, as well as formal courses offered to prepare an employee for a specific required licensing exam.

Associate's Degree/Postsecondary non-degree Education

Associate Degrees usually require between 2 and 4 years of full-time academic study beyond high school. Postsecondary non-degree programs lead to a certificate or other award, but not a degree. Certificates are obtained through an educational institution, and require the completion of formal postsecondary schooling.

LATER

Bachelor's Degree/Work Experience

A bachelor's degree program generally requires 4 to 5 years of full-time academic study beyond high school. Jobs may require work experience in addition to an academic degree program.

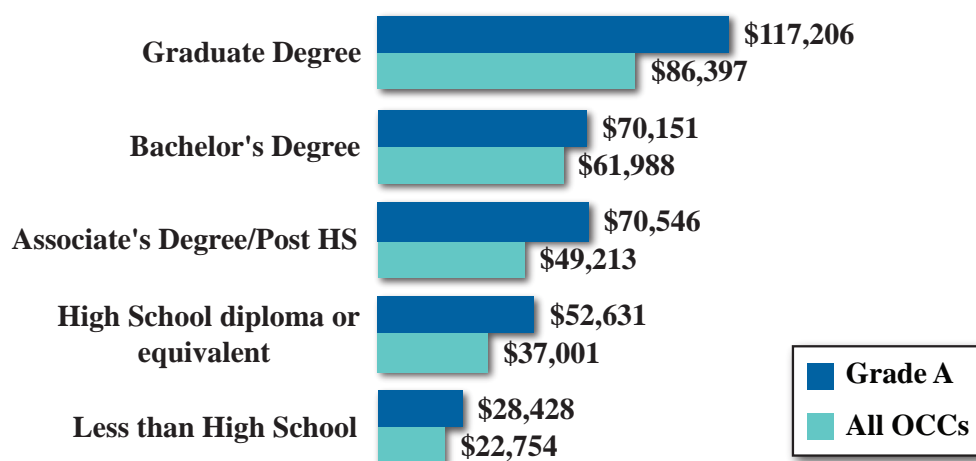
Master's Degree/Doctoral/Professional Degree

Master's Degrees usually require 1 or 2 years of full-time academic work beyond a bachelor's degree. Doctoral and professional degrees usually require at least 3 years of full-time academic study beyond a bachelor's degree.

Grade A

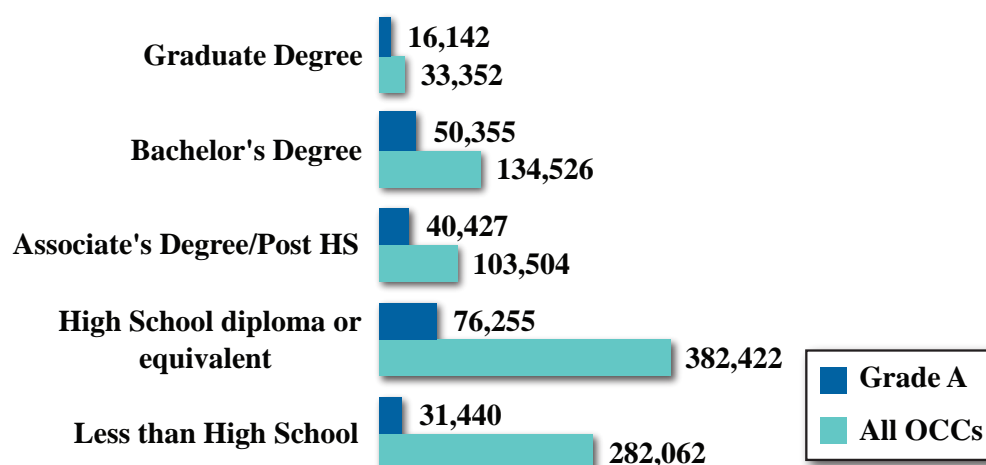
Grade A careers have the best outlook with average or above projected growth rates, total openings and wages when compared to all occupations in the state. Approximately 588,600 Missourians were employed in Grade A occupations in 2010, making up 20.6% of the state's overall employment. Due to its high projected growth rate of 17.0% (nearly double the overall state average) Grade A occupations are expected to account for 22.2% of the state's overall employment by 2020. Grade A careers can be found in numerous occupational fields, and have a combined average wage of \$62,440 per year.

Average Annual Wage of Grade A Careers



The total projected openings for Grade A occupations between 2010 and 2020 is 214,619 and includes both the new growth occupations, as well as those openings caused by replacement needs such as promotion or retirement. Occupations requiring an educational attainment level of a high school diploma or above account for 85.4% of these openings. Grade A occupations also account for 48.4 percent of all projected openings requiring a post Bachelor's degree level of education.

Total Openings for Grade A Careers



Top Grade A Careers

Grade A occupations are projected to experience the greatest percentage of growth between 2010 and 2020. Some of these occupations were hard hit by the recession started in 2008, and are projected to experience a return to growth, while others are part of a growing industry such as healthcare. These occupations cover a wide range of career opportunities, and require short, medium and long term education and training.

NOW Occupations		
Title	Openings	Avg Wage
Sales Representatives, Wholesale & Mfg., Except Tech. and Scientific Products	12,311	\$58,073
Medical Secretaries	8,693	\$29,574
Personal Care Aides	8,489	\$18,743
Landscaping and Groundskeeping Workers	6,928	\$24,781
Home Health Aides	6,331	\$19,745
Construction Laborers	5,126	\$39,800
Insurance Sales Agents	4,364	\$55,225
Sales Representatives, Services, All Other	4,347	\$54,150

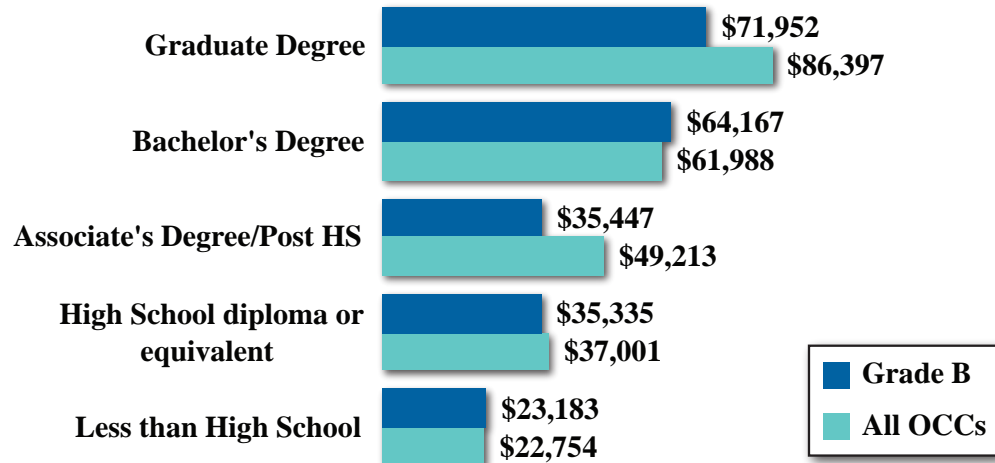
NEXT Occupations		
Title	Openings	Avg Wage
Registered Nurses	24,468	\$59,142
Carpenters	10,689	\$44,439
General and Operations Managers	7,827	\$92,266
Electricians	5,557	\$56,856
Plumbers, Pipefitters, and Steamfitters	4,488	\$52,858
First-Line Supervisors of Construction Trades and Extraction Workers	3,952	\$61,702
Managers, All Other	2,916	\$89,809
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,483	\$41,081

LATER Occupations		
Title	Openings	Avg Wage
Accountants and Auditors	10,598	\$59,985
Lawyers	4,371	\$111,349
Computer Systems Analysts	3,680	\$75,587
Public Relations Specialists	3,294	\$51,530
Network and Computer Systems Administrators	3,119	\$67,718
Human Resources, Training, and Labor Relations Specialists, All Other	3,011	\$50,948
Software Developers, Applications	2,513	\$81,233
Sales Representatives, Wholesale & Mfg., Tech. and Scientific Products	2,493	\$75,032

Grade B

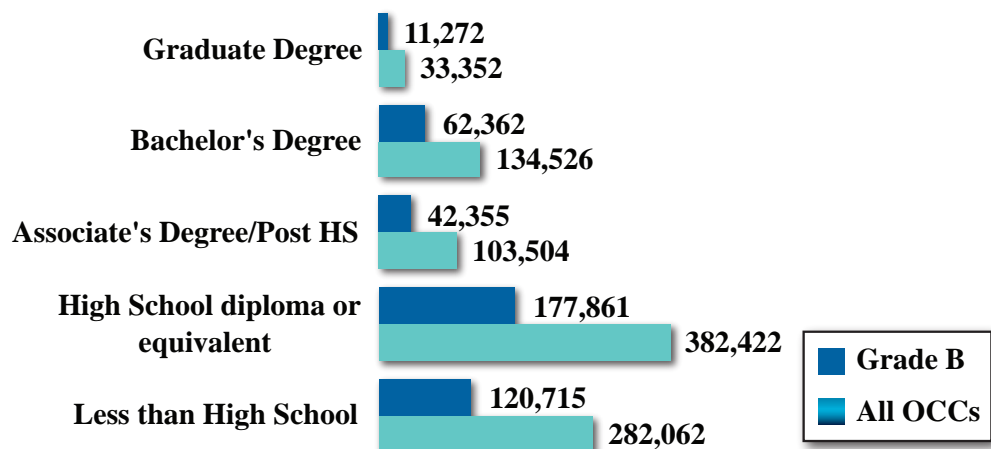
Grade B careers account for the largest number of current Missouri workers, and they are also projected to produce the largest number of total openings from 2010 to 2020. In 2010, just over 1,278,000 Missouri workers were employed in Grade B occupations, which is 44.8 percent of Missouri's total workforce. Grade B occupations have a projected growth rate of 9.7 percent, which is higher than the state average, and an average annually wage of \$37,495, putting it just below the \$40,289 per year state average for all workers.

Average Annual Wage of Grade B Careers



Grade B occupations are expected to produce just over 414,500 total openings during the next 10 years. Grade B occupations are projected to provide the greatest total openings, and 70.9 percent of these openings will require at least a high school degree or equivalency. Grade B occupations also account for 46.4 percent of all projected openings requiring a Bachelor's degree of education.

Total Openings for Grade B Careers



Top Grade B Careers

Grade B occupations are projected to create the largest amount of total openings between 2010 and 2020. With more than 414,500 projected openings, Grade B occupations will account for 44.3 percent of the state's overall projected openings. These openings will occur at all levels of education and training, and 29.9 percent are expected to be from new growth. Office and Administrative Support Occupations, as well as those in Sales and Sales Related Occupations comprise the two largest groups of Grade B occupations.

NOW Occupations		
Title	Openings	Avg Wage
Retail Salespersons	31,200	\$24,838
Combined Food Preparation and Serving Workers, Including Fast Food	27,181	\$17,589
Office Clerks, General	19,168	\$28,575
Customer Service Representatives	19,072	\$30,672
Laborers and Freight, Stock, and Material Movers, Hand	15,507	\$25,492
Heavy and Tractor-Trailer Truck Drivers	13,454	\$38,452
Childcare Workers	12,278	\$19,933
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12,276	\$22,587

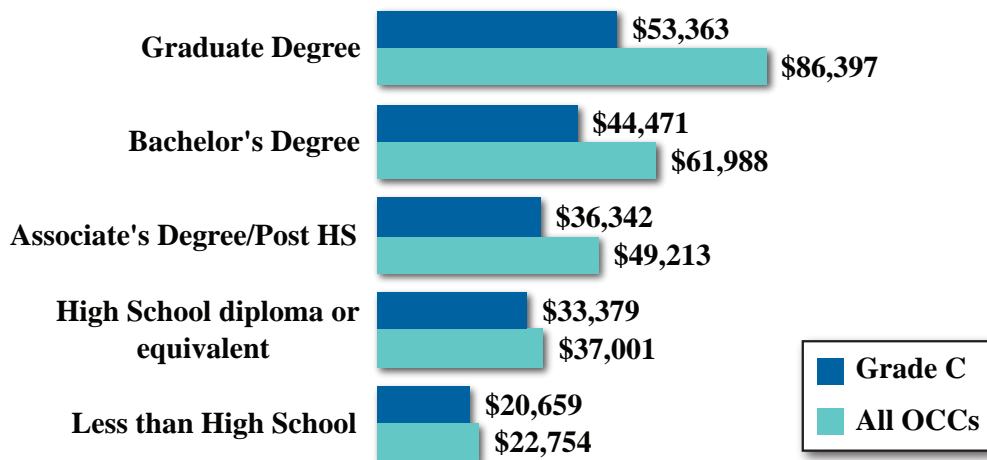
NEXT Occupations		
Title	Openings	Avg Wage
Nursing Aides, Orderlies, and Attendants	10,324	\$21,892
Licensed Practical and Licensed Vocational Nurses	7,081	\$35,868
Computer Support Specialists	5,194	\$44,138
Preschool Teachers, Except Special Education	3,815	\$24,648
Emergency Medical Technicians and Paramedics	2,878	\$31,916
First-Line Supervisors of Production and Operating Workers	2,127	\$52,327
Dental Assistants	1,918	\$33,490
Paralegals and Legal Assistants	1,652	\$45,485

LATER Occupations		
Title	Openings	Avg Wage
Elementary School Teachers, Except Special Education	8,596	\$44,068
Secondary School Teachers, Except Special and Career/Technical Education	6,221	\$43,282
Middle School Teachers, Except Special and Career/Technical Education	4,335	\$46,686
Child, Family, and School Social Workers	3,451	\$34,910
Chief Executives	2,529	\$151,582
Special Education Teachers, Preschool, Kindergarten, and Elementary School	2,155	\$45,019
Educational, Guidance, School, and Vocational Counselors	2,144	\$47,380
Graphic Designers	2,021	\$44,912

Grade C

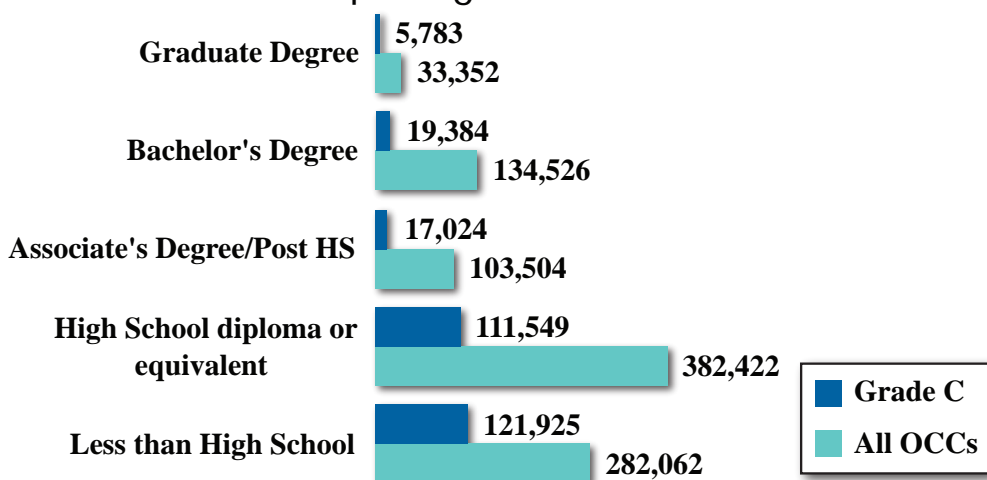
Grade C careers represent a large portion of Missouri's current workforce, and they're expected to experience a smaller than average growth during the projected period. Grade C occupations earn on average \$30,863 per year, which is below the overall average of \$40,289 annually.

Average Annual Wage of Grade C Careers



Grade C occupations are projected to create over 275,600 total openings from 2010 to 2020, which would be 29.5 percent of the overall state total. The growth rate during this period is expected to be around 3.9 percent, with most of the projected opening coming in the form of replacement positions. Overall, 84.7 percent of Grade C openings require a high school degree or less of education. Grade C occupations also account for 35.1 percent of all projected openings requiring a High School degree or less of education.

Total Openings for Grade C Careers



Top Grade C Careers

Grade C occupations are projected to create a large majority of their openings in careers requiring a lower level of education and training. Almost 85 percent of all Grade C openings require a High School diploma or less. These openings are mostly due to the need for replacement workers, and have an annual wage that is less than the overall average.

NOW Occupations		
Title	Openings	Avg Wage
Cashiers	35,857	\$19,081
Waiters and Waitresses	25,803	\$19,318
Stock Clerks and Order Fillers	8,648	\$22,912
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	6,351	\$18,455
Tellers	5,532	\$22,886
Teacher Assistants	5,022	\$22,506
Food Preparation Workers	4,787	\$20,125
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,402	\$28,354

NEXT Occupations		
Title	Openings	Avg Wage
Hairdressers, Hairstylists, and Cosmetologists	2,865	\$22,990
Firefighters	1,696	\$43,786
Eligibility Interviewers, Government Programs	1,218	\$35,328
Medical Records and Health Information Technicians	1,206	\$32,881
Psychiatric Technicians	1,088	\$25,249
Medical and Clinical Laboratory Technicians	842	\$33,138
Computer, Automated Teller, and Office Machine Repairers	782	\$40,520
Aircraft Mechanics and Service Technicians	721	\$53,465

LATER Occupations		
Title	Openings	Avg Wage
Teachers and Instructors, All Other	2,575	\$30,305
Computer Programmers	1,705	\$70,147
Recreation Workers	1,645	\$22,135
Writers and Authors	1,485	\$53,092
Religious Workers, All Other	1,338	\$34,013
Special Education Teachers, Secondary School	1,230	\$50,286
Rehabilitation Counselors	984	\$32,504
Librarians	874	\$49,901

Regional Outlook

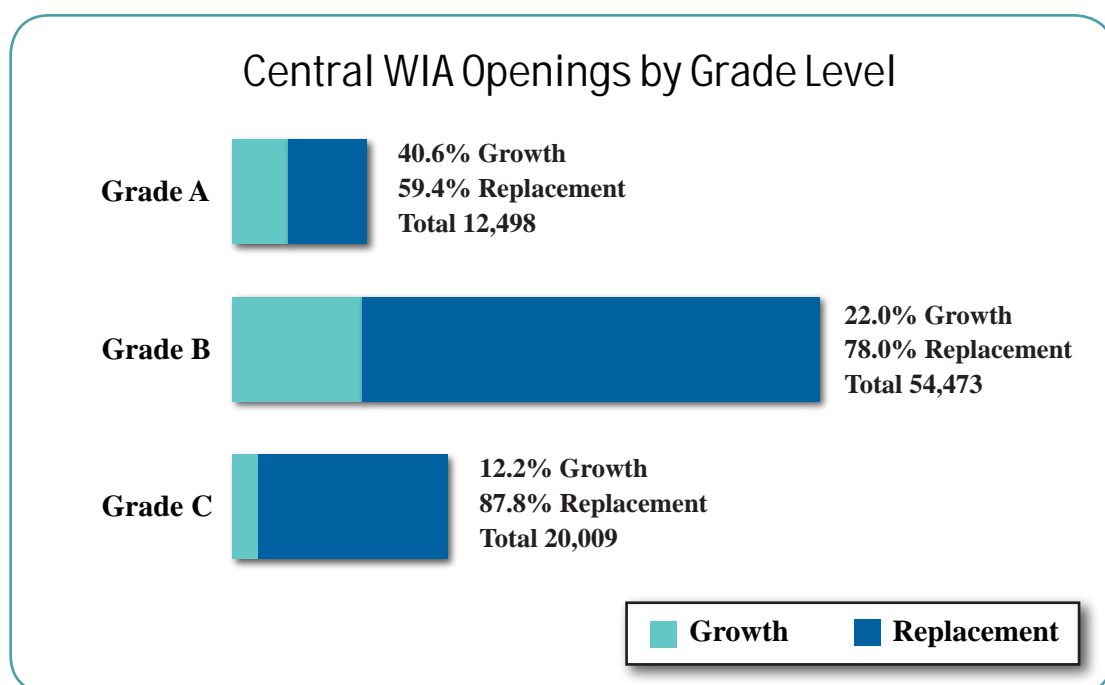
Central WIA

Employment in the Central WIA totaled just below 295,000 in 2010 and is projected to increase by 5.9 percent by 2020.

The Central WIA is projected to have nearly 90,000 job openings between 2010 and 2020, with 21.8 percent coming from new growth. Grade B occupations account for 61.1 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the existing workforce, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Central region are projected to grow by 12.8 percent, and these new growth occupations are expected to account for 40.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Central WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 56.4 percent of the Central WIA’s total workforce, and they’re projected to produce 60.6 percent of the region’s total openings. Grade C occupations account for 26.0 percent of the WIA’s 2010 employment, but are projected to create only 22.3 percent of the regions total openings.



Good Outlook Careers – Central WIA

NOW OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Cashiers	B	4,076	\$18,490
Combined Food Preparation and Serving Workers, Including Fast Food	B+	3,255	\$17,497
Retail Salespersons	B+	3,206	\$24,072
Waiters and Waitresses	B	2,981	\$17,575
Customer Service Representatives	B+	1,730	\$27,712
Office Clerks, General	B	1,525	\$26,134
Childcare Workers	B	1,470	\$18,577
Laborers and Freight, Stock, and Material Movers, Hand	B+	1,319	\$22,422

NEXT OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Registered Nurses	A+	2,114	\$58,000
Eligibility Interviewers, Government Programs	B	802	\$30,228
Nursing Aides, Orderlies, and Attendants	B	766	\$20,843
General and Operations Managers	A	730	\$74,764
Automotive Service Technicians and Mechanics	B+	642	\$33,226
Carpenters	A	638	\$38,256
Licensed Practical and Licensed Vocational Nurses	B	522	\$33,916
Electricians	A+	494	\$47,714

LATER OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	B+	1,712	\$38,180
Secondary School Teachers, Except Special and Career/Technical Education	B	817	\$39,433
Accountants and Auditors	A	742	\$49,759
Child, Family, and School Social Workers	B	678	\$34,771
Middle School Teachers, Except Special and Career/Technical Education	B+	454	\$41,569
Special Education Teachers, Preschool, Kindergarten, Elementary School	B+	383	\$37,987
Public Relations Specialists	A	353	\$46,472
Educational, Guidance, School, and Vocational Counselors	B	352	\$43,838

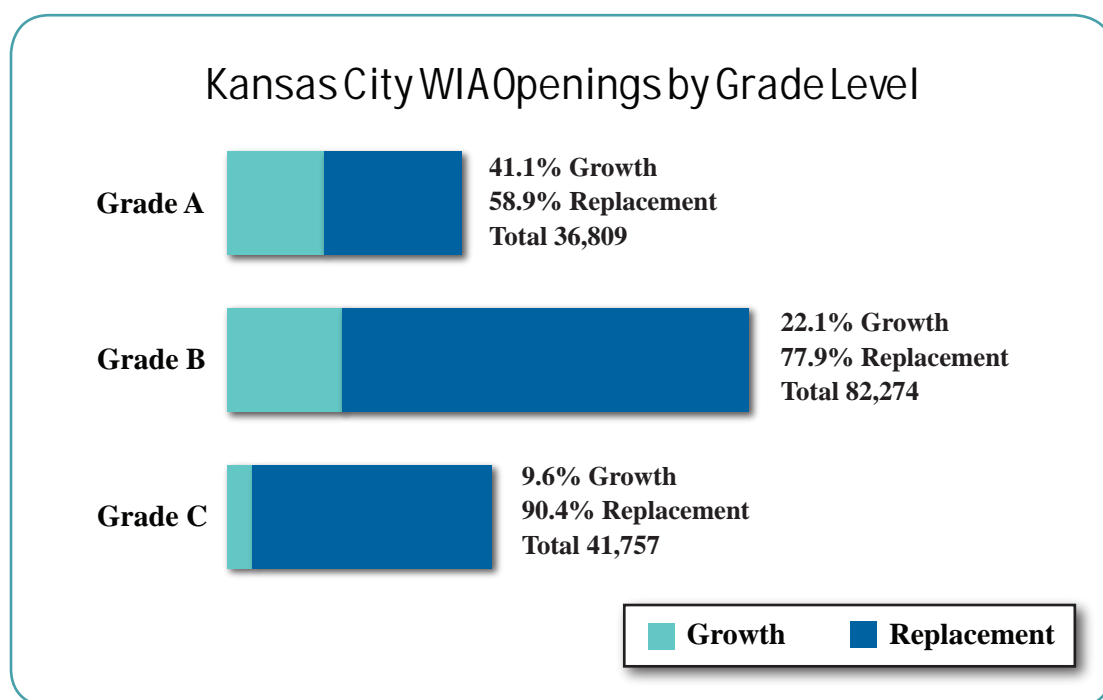
Kansas City WIA

Employment in the Kansas City WIA totaled more than 554,000 in 2010, and is projected to grow by 5.7 percent by 2020.

The Kansas City WIA is projected to have nearly 170,000 total openings between 2010 and 2020, with 22.2 percent of these coming from new growth. Grade B occupations account for 48.6 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Kansas City region are projected to grow by 13.6 percent, and these new growth occupations are expected to account for 41.1 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Kansas City WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 46.7 percent of the Kansas City WIA’s total workforce, and they’re projected to produce 48.7 percent of the region’s total openings. Grade C occupations account for 26.3 percent of the WIA’s 2010 employment, but are projected to create only 24.7 percent of the regions total openings.



Good Outlook Careers – Kansas City WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Cashiers	B	7,081	\$19,440
Retail Salespersons	B	5,648	\$24,902
Combined Food Prep and Serving Workers, Including Fast Food	B	5,575	\$17,976
Waiters and Waitresses	C+	4,561	\$19,990
Office Clerks, General	B	4,087	\$31,254
Laborers and Freight, Stock, and Material Movers, Hand	B+	3,374	\$27,336
Heavy and Tractor-Trailer Truck Drivers	A	2,752	\$37,734
Customer Service Representatives	B	2,148	\$32,454

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A+	3,354	\$64,965
Carpenters	A	1,932	\$45,409
General and Operations Managers	A	1,729	\$97,036
Computer Support Specialists	A	1,386	\$47,217
Licensed Practical and Licensed Vocational Nurses	B+	1,255	\$38,411
Automotive Service Technicians and Mechanics	B+	1,230	\$39,706
Nursing Aides, Orderlies, and Attendants	B	1,127	\$24,136
Plumbers, Pipefitters, and Steamfitters	A+	906	\$60,207

LATER Occupations			
Title	Grade	Openings	Avg Wage
Accountants and Auditors	A	1,413	\$56,468
Secondary School Teachers, Except Special and Career/Tech Edu.	B	1,162	\$47,852
Public Relations Specialists	A	980	\$55,494
Securities, Commodities and Financial Services Sales Agents	A+	890	\$110,043
Elementary School Teachers, Except Special Education	B+	813	\$47,860
Teachers and Instructors, All Other	C+	759	\$29,397
Network and Computer Systems Administrators	A+	741	\$71,078
Computer Systems Analysts	A+	627	\$79,096

Northeast WIA

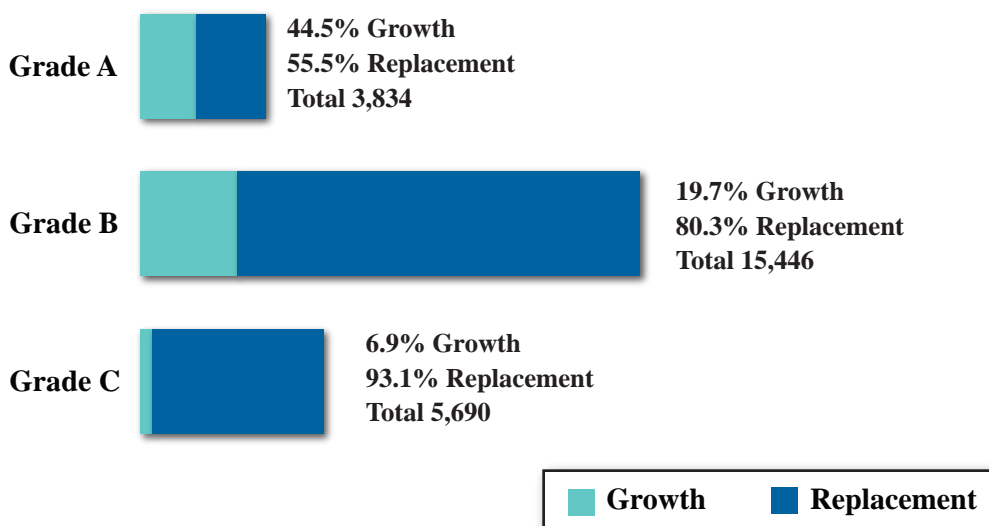
Employment in the Northeast WIA totaled more than 85,500 in 2010, and is projected to grow by 5.0 percent by 2020.

The Northeast WIA is projected to have just over 25,500 total openings between 2010 and 2020, with 20.1 percent of these coming from new growth. Grade B occupations account for 59.1 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northeast region are projected to grow by 15.0 percent, and these new growth occupations are expected to account for 44.5 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 58.3 percent of the Northeast WIA’s total workforce, and they’re projected to produce 60.4 percent of the region’s total openings. Grade C occupations account for 25.1 percent of the WIA’s 2010 employment, but are projected to create only 22.2 percent of the regions total openings.

Northeast WIA Openings by Grade Level



Good Outlook Careers – Northeast WIA

NOW OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Cashiers	B	1,524	\$17,498
Combined Food Preparation and Serving Workers, Including Fast Food	B	933	\$17,136
Retail Salespersons	B+	815	\$23,667
Office Clerks, General	B+	640	\$24,520
Heavy and Tractor-Trailer Truck Drivers	A	595	\$34,208
Waiters and Waitresses	B	513	\$19,804
Laborers and Freight, Stock, and Material Movers, Hand	B	426	\$24,329
Personal Care Aides	A	358	\$17,559

NEXT OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Registered Nurses	A+	462	\$50,652
Carpenters	A	354	\$34,945
Nursing Aides, Orderlies, and Attendants	B	321	\$18,615
Licensed Practical and Licensed Vocational Nurses	B+	280	\$32,643
General and Operations Managers	A	193	\$74,042
Automotive Service Technicians and Mechanics	A	183	\$32,099
Coaches and Scouts	B+	118	\$25,357
Electricians	A	114	\$55,812

LATER OCCUPATIONS			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	B+	365	\$34,198
Secondary School Teachers, Except Special and Career/Tech Education	B	249	\$33,745
Accountants and Auditors	A	148	\$43,891
Mental Health and Substance Abuse Social Workers	A	122	n/a
Middle School Teachers, Except Special and Career/Technical Education	B	120	\$34,917
Special Education Teachers, Preschool, Kindergarten, Elementary School	B+	114	\$35,353
Teachers and Instructors, All Other	C+	92	\$33,133
Educational, Guidance, School, and Vocational Counselors	B	76	\$38,407

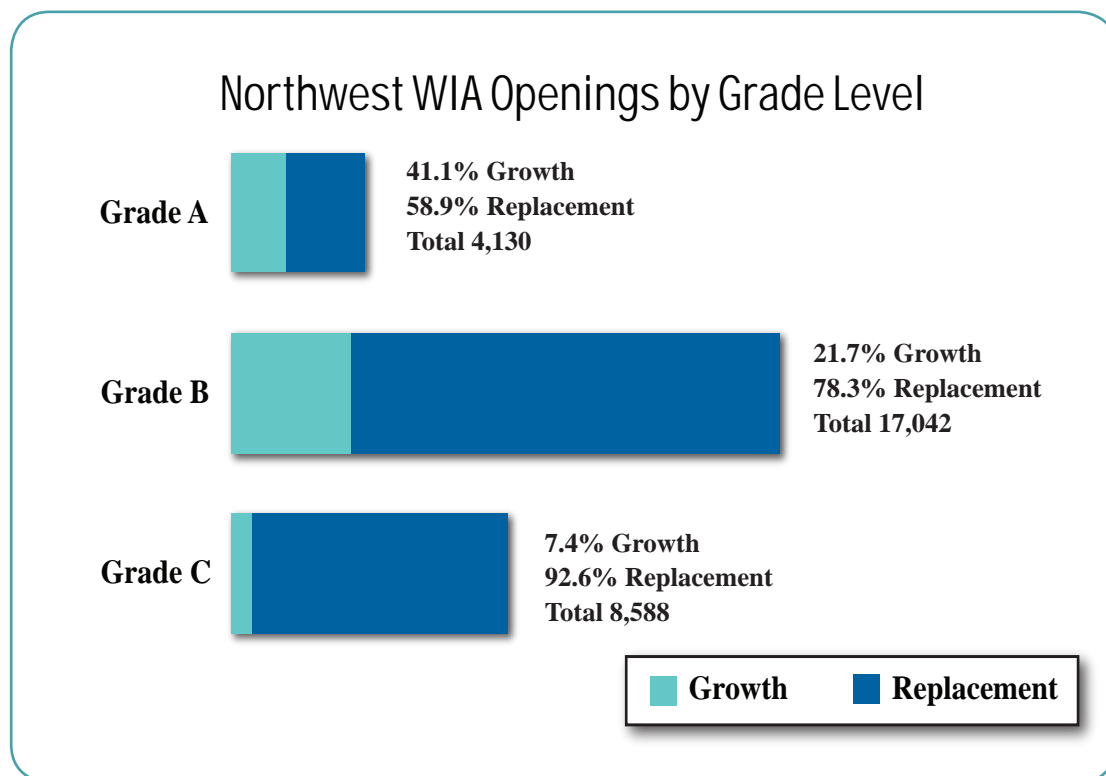
Northwest WIA

Employment in the Northwest WIA totaled more than 103,000 in 2010, and is projected to grow by 4.9 percent by 2020.

The Northwest WIA is projected to have just over 30,500 total openings between 2010 and 2020, with 19.8 percent of these coming from new growth. Grade B occupations account for 61.3 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Northwest region are projected to grow by 13.5 percent, and these new growth occupations are expected to account for 41.1 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Northeast WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 56.9 percent of the Northwest WIA’s total workforce, and they’re projected to produce 55.8 percent of the region’s total openings. Grade C occupations account for 27.7 percent of the WIA’s 2010 employment, but are projected to create 28.1 percent of the regions total openings.



Good Outlook Careers – Northwest WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Cashiers	C+	1,235	\$18,282
Retail Salespersons	B+	1,155	\$22,686
Combined Food Preparation and Serving Workers, Including Fast Food	B	982	\$17,117
Waiters and Waitresses	C+	949	\$19,714
Office Clerks, General	B	641	\$25,432
Heavy and Tractor-Trailer Truck Drivers	A	539	\$32,687
Laborers and Freight, Stock, and Material Movers, Hand	B	414	\$24,101
Customer Service Representatives	B	374	\$28,477

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A+	564	\$55,090
Nursing Aides, Orderlies, and Attendants	B	410	\$20,498
Licensed Practical and Licensed Vocational Nurses	B	311	\$33,148
Carpenters	A	305	\$36,468
General and Operations Managers	A	229	\$74,133
Automotive Service Technicians and Mechanics	B+	201	\$31,407
Emergency Medical Technicians and Paramedics	B+	175	\$23,934
Electricians	A	174	\$49,769

LATER Occupations

Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	B+	461	\$37,046
Secondary School Teachers, Except Special and Career/Tech Education	B	268	\$37,829
Accountants and Auditors	A	200	\$48,071
Middle School Teachers, Except Special and Career/Tech Education	B+	177	\$38,646
Insurance Underwriters	B	92	\$56,752
Teachers and Instructors, All Other	C+	89	\$24,495
Special Education Teachers, Preschool, Kindergarten, Elementary School	B	84	\$36,298
Public Relations Specialists	B+	80	\$40,876

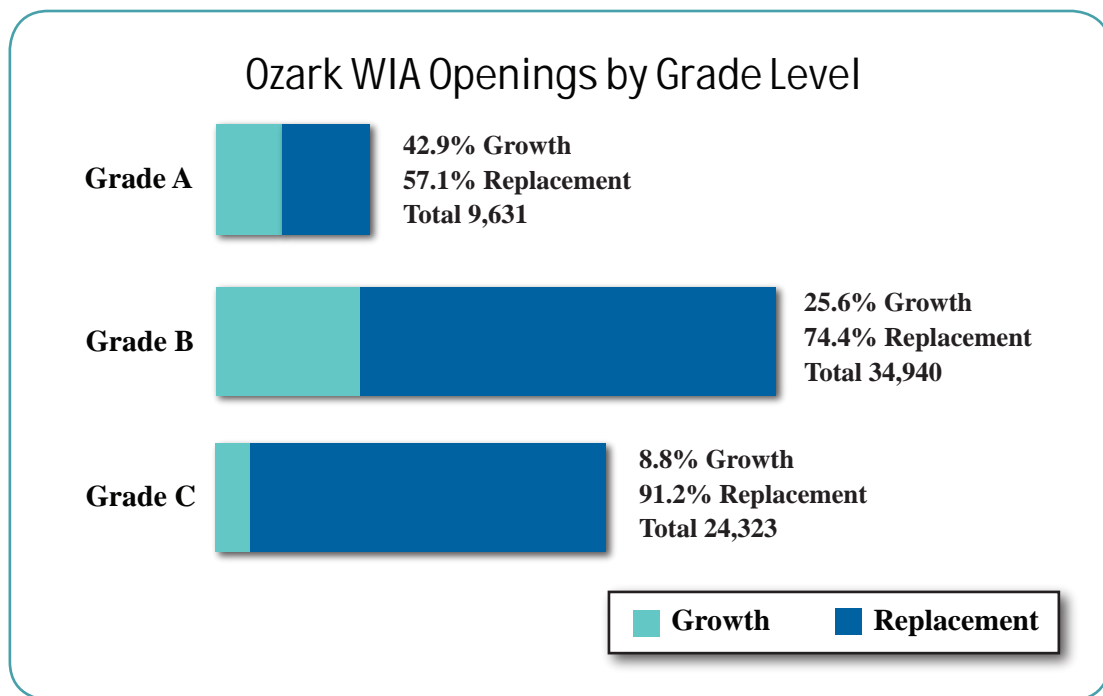
Ozark WIA

Employment in the Ozark WIA totaled more than 233,000 in 2010, and is projected to grow by 5.8 percent by 2020.

The Ozark WIA is projected to have just over 71,000 total openings between 2010 and 2020, with 21.4 percent of these coming from new growth. Grade B occupations account for 58.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Ozark region are projected to grow by 14.2 percent, and these new growth occupations are expected to account for 42.9 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Ozark WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 49.9 percent of the Ozark WIA’s total workforce, and they’re projected to produce 49.0 percent of the region’s total openings. Grade C occupations account for 33.3 percent of the WIA’s 2010 employment, but are projected to create 34.1 percent of the regions total openings.



Good Outlook Careers – Ozark WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Combined Food Preparation and Serving Workers, Including Fast Food	B	3,270	\$17,511
Retail Salespersons	B	3,266	\$23,929
Cashiers	C+	3,117	\$18,671
Waiters and Waitresses	C+	2,299	\$19,498
Customer Service Representatives	B+	1,884	\$25,720
Office Clerks, General	B	1,572	\$25,342
Heavy and Tractor-Trailer Truck Drivers	B+	1,503	\$34,892
Laborers and Freight, Stock, and Material Movers, Hand	B	1,130	\$23,949

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A+	2,007	\$54,701
Carpenters	A	747	\$33,726
Nursing Aides, Orderlies, and Attendants	B	669	\$21,226
General and Operations Managers	A	635	\$77,896
Licensed Practical and Licensed Vocational Nurses	B+	605	\$34,300
Automotive Service Technicians and Mechanics	B+	604	\$32,183
Electricians	A+	518	\$38,762
Computer Support Specialists	B+	451	\$34,330

LATER Occupations

Title	Grade	Openings	Avg Wage
Accountants and Auditors	A	553	\$54,818
Middle School Teachers, Except Special and Career/Tech Education	B+	544	\$40,536
Elementary School Teachers, Except Special Education	A	536	\$44,023
Secondary School Teachers, Except Special and Career/Tech Education	C+	332	\$43,512
Public Relations Specialists	B+	234	\$46,408
Recreation Workers	C+	203	\$19,909
Human Resources, Training, and Labor Relations Specialists, All Other	B	199	\$39,184
Teachers and Instructors, All Other	C+	195	\$27,600

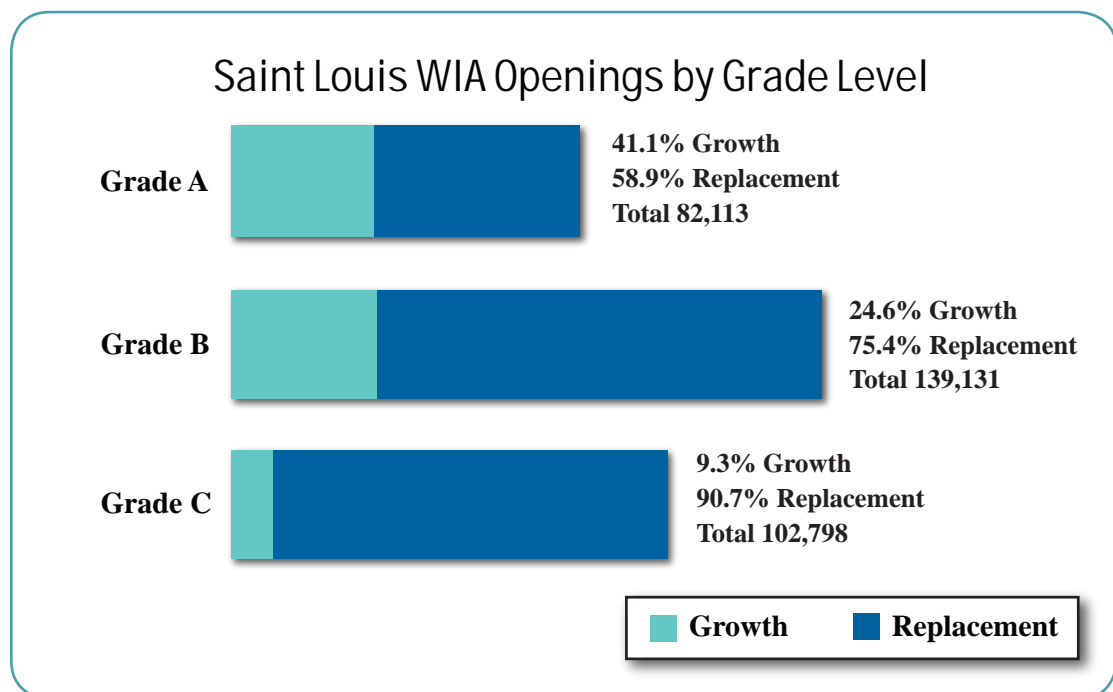
Saint Louis WIA

Employment in the Saint Louis WIA totaled more than 1,095,000 in 2010, and is projected to grow by 6.3 percent by 2020.

The Saint Louis WIA is projected to have just over 336,000 total openings between 2010 and 2020, with 23.1 percent of these coming from new growth. Grade B occupations account for 41.4 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Saint Louis region are projected to grow by 13.5 percent, and these new growth occupations are expected to account for 41.1 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Saint Louis WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 41.8 percent of the Saint Louis WIA’s total workforce, and they’re projected to produce 41.4 percent of the region’s total openings. Grade C occupations account for 30.1 percent of the WIA’s 2010 employment, but are projected to create 30.6 percent of the regions total openings.



Good Outlook Careers – Saint Louis WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Cashiers	C+	11,263	\$19,770
Retail Salespersons	B	11,183	\$26,690
Waiters and Waitresses	C+	11,099	\$19,787
Combined Food Preparation and Serving Workers, Including Fast Food	B	9,325	\$17,790
Customer Service Representatives	B	7,264	\$32,763
Office Clerks, General	B	6,219	\$30,908
Laborers and Freight, Stock, and Material Movers, Hand	B+	5,165	\$27,675
Sales Representatives, Wholesale and Mfg, Except Tech & Scientific Prod	A	4,371	\$62,485

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A+	9,801	\$60,710
Carpenters	A+	4,148	\$52,516
Nursing Aides, Orderlies, and Attendants	B	3,133	\$23,227
General and Operations Managers	A	2,963	\$106,012
Electricians	A+	2,301	\$64,296
Automotive Service Technicians and Mechanics	B+	2,235	\$37,765
Business Operations Specialists, All Other	A	2,194	\$63,851
Computer Support Specialists	B+	2,163	\$47,623

LATER Occupations

Title	Grade	Openings	Avg Wage
Accountants and Auditors	A	3,918	\$66,571
Elementary School Teachers, Except Special Education	B+	2,212	\$49,798
Secondary School Teachers, Except Special and Career/Tech Education	B	2,174	\$47,246
Computer Systems Analysts	A+	2,129	\$76,416
Human Resources, Training, and Labor Relations Specialists, All Other	A	1,525	\$54,511
Software Developers, Applications	A+	1,466	\$87,325
Middle School Teachers, Except Special and Career/Technical Education	B+	1,395	\$56,956
Network and Computer Systems Administrators	A	1,333	\$71,613

Southeast WIA

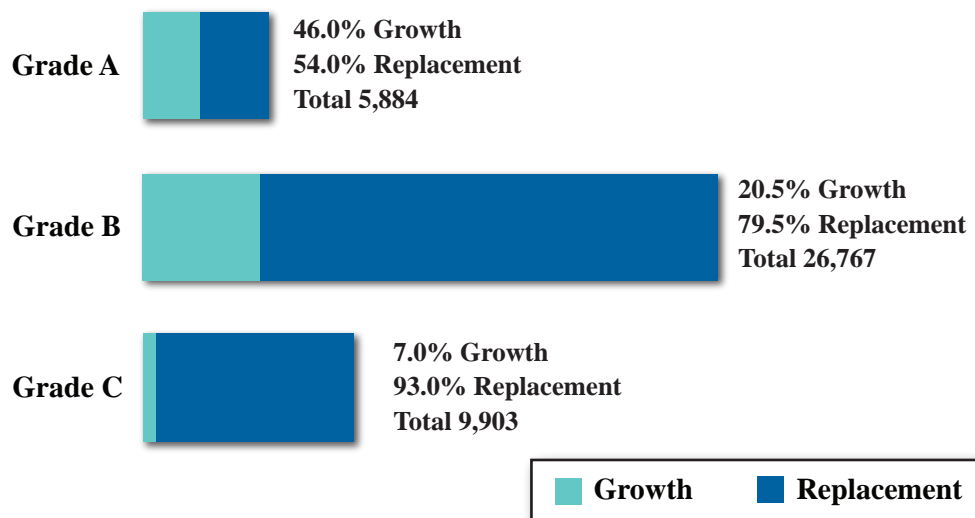
Employment in the Southeast WIA totaled more than 148,000 in 2010, and is projected to grow by 5.0 percent by 2020.

The Southeast WIA is projected to have just over 43,700 total openings between 2010 and 2020, with 20.3 percent of these coming from new growth. Grade B occupations account for 61.7 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southeast region are projected to grow by 14.6 percent, and these new growth occupations are expected to account for 46.0 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southeast WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 59.0 percent of the Southeast WIA’s total workforce, and they’re projected to produce 61.2 percent of the region’s total openings. Grade C occupations account for 25.0 percent of the WIA’s 2010 employment, but are projected to create only 22.6 percent of the regions total openings.

Southeast WIA Openings by Grade Level



Good Outlook Careers – Southeast WIA

NOW Occupations

Title	Grade	Openings	Avg Wage
Cashiers	B	2,302	\$18,872
Combined Food Preparation and Serving Workers, Including Fast Food	B	1,585	\$16,915
Retail Salespersons	B+	1,475	\$21,888
Waiters and Waitresses	B	1,364	\$17,220
Heavy and Tractor-Trailer Truck Drivers	A	1,209	\$34,800
Personal Care Aides	A	986	\$17,179
Office Clerks, General	B	783	\$24,291
Laborers and Freight, Stock, and Material Movers, Hand	B+	741	\$22,793

NEXT Occupations

Title	Grade	Openings	Avg Wage
Registered Nurses	A	897	\$53,135
Carpenters	A	545	\$35,278
Nursing Aides, Orderlies, and Attendants	B	504	\$19,891
Licensed Practical and Licensed Vocational Nurses	B	402	\$32,513
General and Operations Managers	A	366	\$68,146
Automotive Service Technicians and Mechanics	B	290	\$33,600
Preschool Teachers, Except Special Education	C	183	\$23,090
Emergency Medical Technicians and Paramedics	B	180	\$24,858

LATER Occupations

Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	B+	507	\$34,021
Secondary School Teachers, Except Special and Career/Tech Education	B+	431	\$37,144
Accountants and Auditors	B+	254	\$46,873
Middle School Teachers, Except Special and Career/Technical Education	B+	205	\$36,495
Special Edu. Teachers, Preschool, Kindergarten, Elementary School	B+	166	\$33,487
Educational, Guidance, School, and Vocational Counselors	B	133	\$39,467
Chief Executives	B+	124	\$116,324
Child, Family, and School Social Workers	B	116	\$32,264

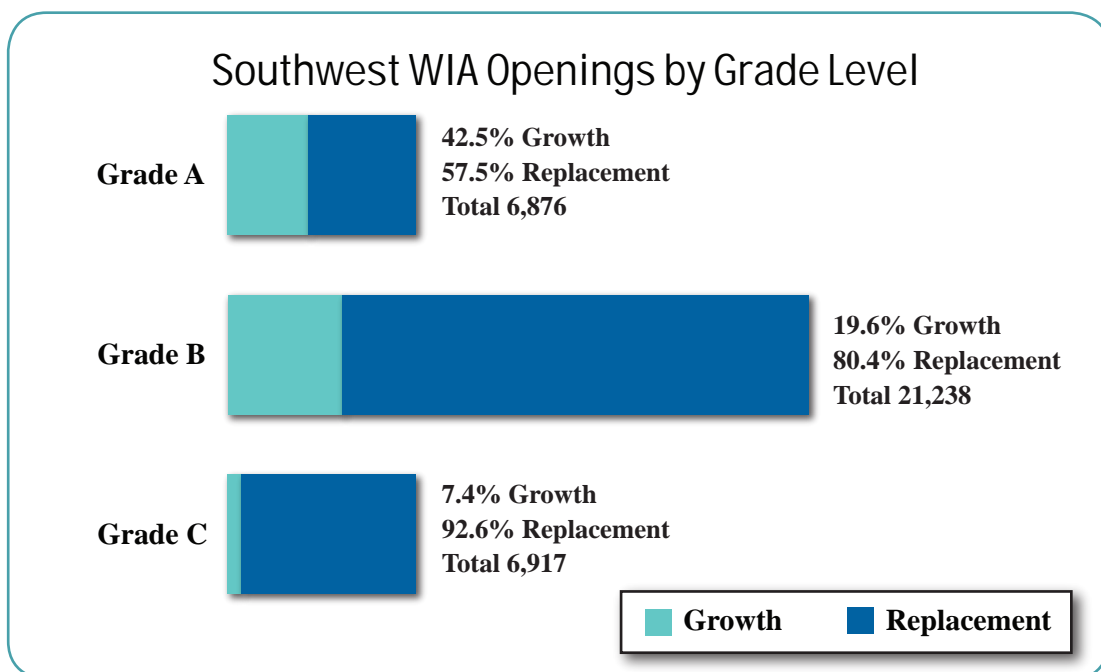
Southwest WIA

Employment in the Southwest WIA totaled nearly 121,000 in 2010, and is projected to grow by 5.3 percent by 2020.

The Southwest WIA is projected to have just over 36,100 total openings between 2010 and 2020, with 21.0 percent of these coming from new growth. Grade B occupations account for 54.8 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the Southwest region are projected to grow by 14.6 percent, and these new growth occupations are expected to account for 42.5 percent of Grade A total openings.

Grade B occupations make up the largest portion of the Southwest WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 56.5 percent of the Southwest WIA’s total workforce, and they’re projected to produce 58.8 percent of the region’s total openings. Grade C occupations account for 22.8 percent of the WIA’s 2010 employment, but are projected to create only 19.1 percent of the regions total openings.



Good Outlook Careers – Southwest WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Heavy and Tractor-Trailer Truck Drivers	A+	2,097	\$44,858
Cashiers	B	1,674	\$18,157
Retail Salespersons	B+	1,418	\$20,957
Combined Food Preparation and Serving Workers, Including Fast Food	B+	1,415	\$17,278
Waiters and Waitresses	B	1,061	\$19,282
Laborers and Freight, Stock, and Material Movers, Hand	B	700	\$23,243
Customer Service Representatives	B+	632	\$26,598
Office Clerks, General	B	628	\$23,972

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A	715	\$45,903
Automotive Service Technicians and Mechanics	A	298	\$28,316
Carpenters	A	275	\$32,180
General and Operations Managers	B+	243	\$73,012
Nursing Aides, Orderlies, and Attendants	B	228	\$20,456
Licensed Practical and Licensed Vocational Nurses	B	218	\$31,304
Industrial Machinery Mechanics	A	189	\$35,760
Hairdressers, Hairstylists, and Cosmetologists	B+	148	\$24,788

LATER Occupations			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	A	409	\$37,836
Middle School Teachers, Except Special and Career/Technical Education	B+	266	\$41,108
Accountants and Auditors	A	211	\$49,572
Secondary School Teachers, Except Special and Career/Tech Education	B	194	\$40,235
Special Edu. Teachers, Preschool, Kindergarten, Elementary School	B	116	\$41,174
Human Resources, Training, and Labor Relations Specialists, All Other	B	97	\$36,153
Kindergarten Teachers, Except Special Education	B	94	\$38,186
Child, Family, and School Social Workers	C+	94	\$32,129

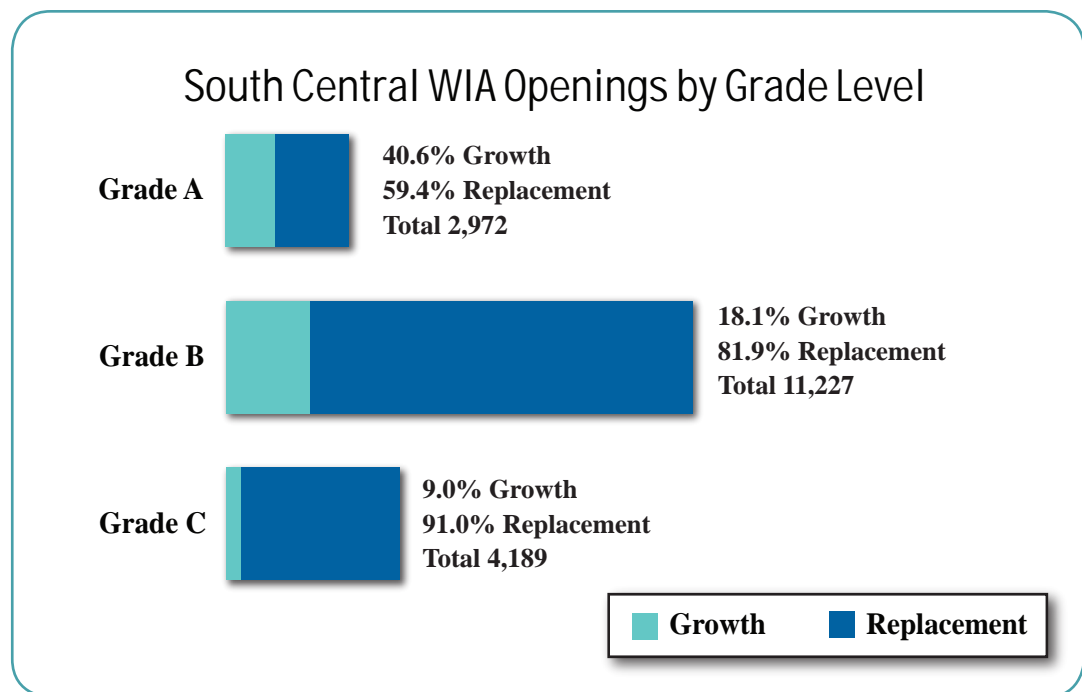
South Central WIA

Employment in the South Central WIA totaled more than 66,000 in 2010, and is projected to grow by 4.4 percent by 2020.

The South Central WIA is projected to have nearly 19,000 total openings between 2010 and 2020, with 19.1 percent of these coming from new growth. Grade B occupations account for 56.1 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the South Central region are projected to grow by 12.3 percent, and these new growth occupations are expected to account for 40.6 percent of Grade A total openings.

Grade B occupations make up the largest portion of the South Central WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 54.8 percent of the South Central WIA’s total workforce, and they’re projected to produce 59.2 percent of the region’s total openings. Grade C occupations account for 26.5 percent of the WIA’s 2010 employment, but are projected to create only 22.1 percent of the regions total openings.



Good Outlook Careers – South Central WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Cashiers	B	1,414	\$18,366
Combined Food Preparation and Serving Workers, Including Fast Food	B	738	\$17,333
Retail Salespersons	B	525	\$21,903
Personal Care Aides	A	457	\$17,526
Heavy and Tractor-Trailer Truck Drivers	A	438	\$35,795
Office Clerks, General	B	394	\$23,428
Waiters and Waitresses	B	384	\$17,438
Laborers and Freight, Stock, and Material Movers, Hand	B	338	\$19,697

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A	348	\$49,626
Nursing Aides, Orderlies, and Attendants	B	256	\$17,867
Carpenters	A	214	\$27,134
Licensed Practical and Licensed Vocational Nurses	B	183	\$31,172
General and Operations Managers	A	169	\$63,398
Electrical Power-Line Installers and Repairers	A	124	\$51,728
Automotive Service Technicians and Mechanics	B	110	\$30,064
Emergency Medical Technicians and Paramedics	C+	54	\$24,205

LATER Occupations			
Title	Grade	Openings	Avg Wage
Elementary School Teachers, Except Special Education	A	277	\$37,345
Secondary School Teachers, Except Special and Career/Tech. Education	B	211	\$37,455
Accountants and Auditors	A	117	\$53,846
Special Education Teachers, Preschool, Kindergarten, Elementary School	B+	106	\$38,449
Education Administrators, Elementary and Secondary School	B+	59	\$66,092
Educational, Guidance, School, and Vocational Counselors	B	55	\$39,654
Chief Executives	B	53	\$105,614
Kindergarten Teachers, Except Special Education	B	48	\$37,030

West Central WIA

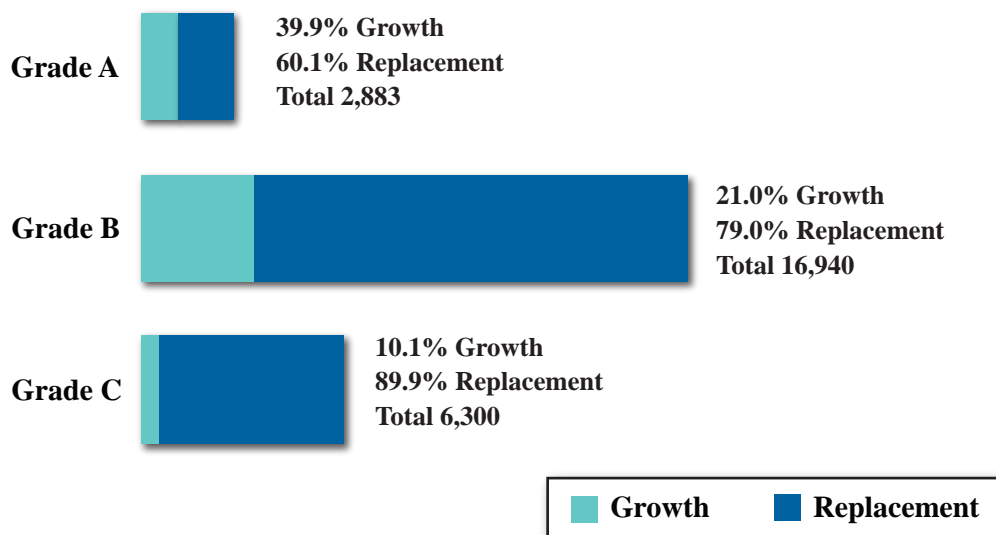
Employment in the West Central WIA totaled more than 90,000 in 2010, and is projected to grow by 4.8 percent by 2020.

The West Central WIA is projected to have nearly 27,000 total openings between 2010 and 2020, with 19.9 percent of these coming from new growth. Grade B occupations account for 66.5 percent of this new growth. Job openings are identified as either “Growth,” “Replacement” or “Total” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs. Total openings are the combination of both growth and replacement openings.

Grade A occupations have the best outlook with an above average growth rate and annual wage when compared to all occupations in the region. Grade A occupations in the West Central region are projected to grow by 12.4 percent, and these new growth occupations are expected to account for 39.9 percent of Grade A total openings.

Grade B occupations make up the largest portion of the West Central WIA workforce, and they are expected to have the largest number of job openings between 2010 and 2020. In 2010, Grade B occupations accounted for 59.5 percent of the West Central WIA’s total workforce, and they’re projected to produce 62.8 percent of the region’s total openings. Grade C occupations account for 26.4 percent of the WIA’s 2010 employment, but are projected to create only 23.4 percent of the regions total openings.

West Central WIA Openings by Grade Level



Good Outlook Careers – West Central WIA

NOW Occupations			
Title	Grade	Openings	Avg Wage
Cashiers	B	1,698	\$17,324
Combined Food Preparation and Serving Workers, Including Fast Food	B	1,021	\$17,021
Retail Salespersons	B+	728	\$24,387
Waiters and Waitresses	B	593	\$17,044
Office Clerks, General	B	570	\$24,820
Laborers and Freight, Stock, and Material Movers, Hand	B+	452	\$22,151
Heavy and Tractor-Trailer Truck Drivers	B+	395	\$32,479
Childcare Workers	B	375	\$19,605

NEXT Occupations			
Title	Grade	Openings	Avg Wage
Registered Nurses	A+	453	\$58,911
Nursing Aides, Orderlies, and Attendants	B+	409	\$19,898
Licensed Practical and Licensed Vocational Nurses	B+	327	\$32,804
Electricians	A+	246	\$55,844
Automotive Service Technicians and Mechanics	A	198	\$30,981
Carpenters	B+	169	\$32,324
General and Operations Managers	B+	165	\$74,755
Emergency Medical Technicians and Paramedics	B+	149	\$33,364

LATER Occupations			
Title	Grade	Openings	Avg Wage
Secondary School Teachers, Except Special and Career/Tech Education	B	441	\$40,291
Elementary School Teachers, Except Special Education	B+	332	\$38,495
Middle School Teachers, Except Special and Career/Technical Education	B+	143	\$42,572
Public Relations Specialists	A	142	\$38,967
Accountants and Auditors	B+	96	\$54,543
Educational, Guidance, School, and Vocational Counselors	B	86	\$40,898
Recreation Workers	C+	86	\$21,104
Special Education Teachers, Preschool, Kindergarten, Elementary School	B	83	\$37,863

Career Grades Methodology

Missouri's Career Grades are determined by using three statistical variables for each occupation. The three variables used are: Projected Percentage of Growth, Projected Total Openings and Average Wage.

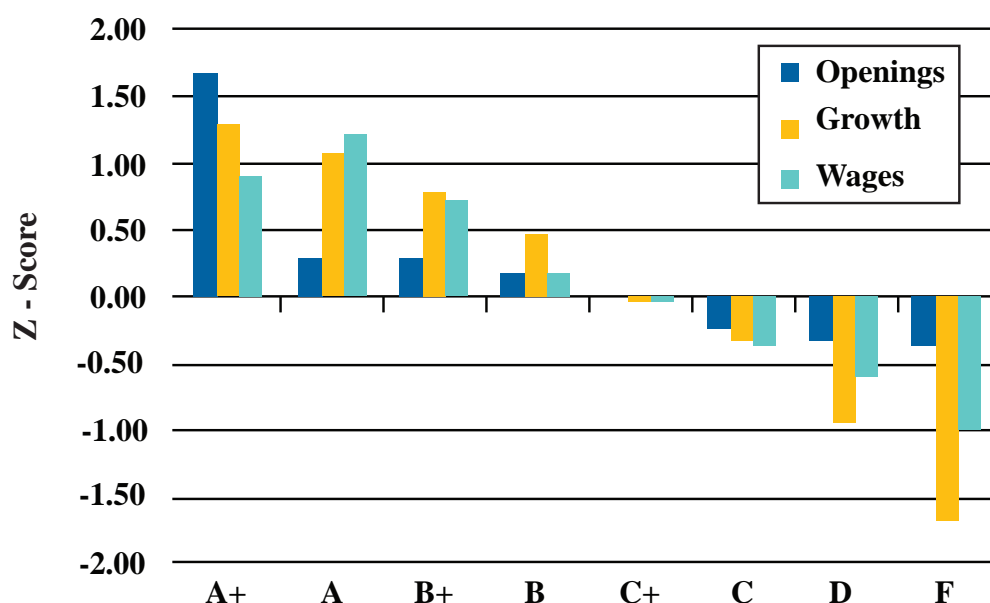
The Projected Percentage of Growth is determined by dividing the projected numeric growth of an occupation by its base year employment. Projected Total Openings are a combination of an occupations projected numeric growth and projected replacement openings. An occupations base year Average Wage is used in determining its Career Grade.

Each variable's Normal Distribution is determined for each occupation, and assigned a value from 1 to 10. Each occupations three variable values are then added together, creating a range from 3 to 30. Grades are then assigned to each occupation based on this total, and using the following Grading Scale.

GRADING SCALE	
Total	Grade
25-30	A+
22-24	A
20-21	B+
17-19	B
15-16	C+
12-14	C
9-11	D
3-8	F

Variable Grade Distribution

The three variables for each occupation have a corresponding Z-Score, which represents that occupations relationship to the average of the group. A Z-Score of zero is equal to the group's average value. The following graph shows the variable Z-Scores by occupational grade.



Source: Bureau of Labor Statistics (BLS) and the Division of Occupational Employment Statistics (OES). Report compiled by the Missouri Economic Research and Information Center (MERIC). Originally published April 2013.